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ABSTRACT

In order to determine some of the prevalent attitudes toward women at Broward Community College (BCC) in Florida, questionnaires were sent to all staff, faculty, and administrators, and to 200 students. Respondents consisted of 52.4 percent females and 47.6 percent males. The average female respondent was 30 years old, had been employed at BCC for one or two years, was unmarried, and held an associate degree or less. The average male respondent was 40, had been employed at BCC for five or six years, was married, and held a master's degree or more. It was found that 76.9 percent of the staff respondents, 43.2 percent of the faculty respondents, and 21.1 percent of the administrative respondents were female. Results indicate that an individual's position level and age were the strongest determinants of that person's perceptions of the status of women at BCC. Administrators indicated a more positive view of women and their abilities than did staff faculty. Staff and faculty perceived that women were receiving equitable status at BCC, whereas administrators felt that females were not being equally rewarded. Student respondents were undecided about most items. Older respondents tended to be more traditional in their opinions of what women should and should not do. Differences of opinion related to the variables of sex, education level, marital status, and length of employment at BCC were also found. (DC)

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BROWARD COMMUNITY COLLEGE

INSTITUTIONAL RESEARCH REPORT NO. 7

SURVEY OF THE STATUS OF WOMEN

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SURVEY OF THE STATUS OF WOMEN

During the Fall Term of 1974, Broward Community College's Office of Institutional Research conducted a survey of the status of women at the college. The purpose of the study was to determine some of the prevelant attitudes toward women within the college. Survey questionnaires were developed and sent to all staff (secretarial/clerical and trades), faculty, and administration, personnel and to 200 students. The questionnaire consisted of demographic variables (sex, position level, education level, length of employment, age, and marital status) and statements of opinion so that an analysis of results would indicate if the various groups of persons (staff, faculty, administrators, and students) held different attitudes concerning the status of women at BCC (Copies of the questionnaire may be obtained from the investigator).

Results

The respondents consisted of 52.4% females and 47.6% males in the following distribution:

	Staff	Faculty	Adm.	Students	Total
Females	19.7%	15.0%	1.6%	16.1%	52.4%
Males	5.9%	19.7%	5.9%	16.1%	47.6%

The majority of the females responding to the questionnaire had an associate level degree or less, whereas most of the males had a master's degree or higher. The following chart indicates the distribution between females and males with regard to educational level:

	High School or Less	Associate Degree	Bachelor's Degree	Master's Degree	Doctorate Degree
Females	17.7%	16.8%	4.0%	14.1%	0.6%
Males	12.9%	7.1%	3.3%	18.7%	4.8%

Among college personnel , the average length of employment at BCC was 3.7 years. Most personnel on the staff at the college had been employed for 1 to 2 years; faculty for 5 to 6 years; and administration for 3 to 4 years. The "average" female had been employed at the college from 1 to 2 years, whereas the "average" male had been employed for 5 to 6 years. The following is the distribution between the females and males who responded to the questionnaire with regard to length of employment at BCC:

	1 Year or Less	More than 1 Year	2-3 Years	4-5 Years	6-7 Years	8 Years or More
Females	11.0%	8.6%	9.4%	8.3%	5.5%	10.2%
Males	6.9%	6.1%	4.1%	5.5%	4.7%	19.6%

The average age among females responding to the survey was 30, whereas males were approximately 40. The following chart illustrates the age distribution among female and male respondents to the present survey:

	20 Years or Younger	21-30 Years	31-40 Years	41-50 Years	Over 50 Years
Females	14.1%	10.7%	6.0%	12.7%	8.9%
Males	13.3%	5.8%	8.5%	9.9%	10.1%

More females were unmarried than married, whereas more males who responded are married:

	Married	Not Married	Total
Females	22.5%	29.5%	51.0%
Males	28.9%	20.1%	49.1%

Female and male respondents were distributed as follows among staff, faculty, and administrative positions:

	Staff	Faculty	Administration
Females	29.1%	22.1%	2.3%
Males	8.7%	29.1%	8.7%

Among staff members, 76.9% were female and 23.1% male. Within the faculty, 43.2% responding to the questionnaire were female and 56.8% male. Among administrators answering the questionnaire, 21.1% were females and 78.9% were males. An interesting aspect here is that more male faculty members answered the questionnaire than did female faculty members. This was also the case among administrators. In the case of administrators, this is probably a reflection of the fact that there are predominantly more male administrators than female administrators.

The following are items in which no significant differences occurred among respondents:

Item	Question
10	"Women prefer to work for a female supervisor." Mean: 2.2 Mode: 2.0
22	"Men prefer to work for a female supervisor." Mean: 2.2 Mode: 2.0
24	"BCC should offer courses regarding women's studies." Mean: 3.3 Mode: 4.0
25	"BCC should grant sick leave for maternity reasons." Mean: 3.7 Mode: 4.0
26	"BCC should permit the employment of relatives." Mean: 3.7 Mode: 4.0
27	"BCC should sponsor child-care facilities." Mean: 3.4 Mode: 4.0
29	"BCC should provide women students with special health services." Mean: 2.7 Mode: 2.0
31	"Both men and women should be eligible for leave without pay for childrearing purposes." Mean: 3.5 Mode: 4.0

Attachment B includes a chart indicating the percentage distribution of responses to Item 25 regarding sick leave for maternity reasons.

The following are items in which significant differences among respondents were evident:

Item	Question
7	"At BCC, ambition in male and female employees is rewarded equally." Significant differences were noted by sex, college position, educational level, length of employment at BCC, age, and marital status.
8	"A husband and his wife should not be employed within the same department." Significant differences appeared by position level, education level, age, and marital status.
9	" A greater number of women should be employed by the College." Significant differences appear by sex, position level, and length of employment.
11	"Women employees tend to be less serious than men." Significant differences appear by sex, position level, education level, and age.
12	"Women are unreliable at certain times because of emotional and physiological factors." Significant differences were demonstrated by sex, position level, and age.
13	"Male and female applicants should be treated on an equal basis." Significant differences appeared by sex, education level, and age.

Item	Question
14	"It is not a good idea to employ married females, since they would probably leave their job when their husbands are transferred."
	Significant differences occur by sex, position level, education level, and age.
15	"There is no difference between the teaching effectiveness of men and women."
	Significant differences occur by position level, education level, and age.
16	"Some jobs at BCC are inappropriate for women."
	Thereare significant differences by length of employment and age.
17	"There is no discrimination against women at BCC."
	Significant differences appear on all demographic variables: sex, position level, education level, length of employment, age, and marital status.
18	" It is probably not a good policy to employ single women, since they will probably marry and leave their job."
	Significant differences are demonstrated by sex, position level, education level, and age.
19	"Deans and other administrators (department heads and division chairmen) unknowingly discriminate against women."
	Significant differences occur on a position level and by age.
20	"If a husband and wife apply for a job in the same department, all things being equal, the man should get the job."
	Significant differences are demonstrated by sex, position level, education level, length of employment and age.
21	"Women are more often unreliable than men."
	Significant differences exist by sex, position level, and education level.
23	"The content of textbooks and printed materials discriminate against women."
	There are significant differences by sex, position level, education level, and age.

Item	Question
28	"BCC should give priority to women applicants when more women are required to attain the goals of the Affirmative Action Plan." (Note: If you are not familiar with the Affirmative Plan, mark an N in the blank).
	A significant difference is shown by position level.
30	" Females should be permitted to participate with males in all athletic programs offered at BCC."
	Significant differences exist by position level, age, and marital status.

Attachment A includes charts which indicate the differences among modal responses for each of the variables studied.

Discussion of Results

Major variables investigated were: 1) sex; (2) position level; (3) level of education; (4) length of employment at BCC; (5) age; and (6) marital status. Detailed accounts of significant differences within the variables are included in Attachment A. The variable which showed the greatest number of significant differences was that of "position level". "Age" was another very strong variable in terms of predicting differences among respondents. This implies that an individual's position level and age are the strongest determinents of the person's perceptions regarding the Status of Women at BCC. The following are the major conclusions of the survey: Respondents were fairly evenly distributed between males and females. Females, in general, were less educated than the males who completed the questionnaire. Results tend to indicate that males at the college appear to be employed for longer periods of time than females. This is probably due to the fact that the greatest number of females who responded to the questionnaire were among the clerical staff. The clerical staff, in general, has a much higher attrition rate than do the faculty or administration, where males tend to predominate.

The average age among females who responded to the survey was 30 years old, whereas that of males was around 40. This fact appears to be a reflection of the younger age of many female clerical employees.

Of those persons responding to the survey, more females were unmarried, while males were married. This again may be a result of the fact that females tended to be younger than the males surveyed. The males tended to hold higher level positions (faculty and administration). Composition within position level at the college indicated that staff members were predominantly female; faculty members were fairly evenly split between male and females; and administrators were predominantly male. One of the most interesting aspects of the survey was that more male faculty members completed the questionnaire than did their female counterparts. This may be an illustration of the fact that most of the female faculty members answering the questionnaire did not indicate perceptions of discrimination against females at BCC. This may have contributed to many of them not bothering to answer the questionnaire. On the other hand, male faculty members may have completed the questionnaire, because they "felt they should" to indicate that they were not discriminating. The same response pattern occurred among administrators. In that instance, however, the reason was probably that most administrators are males.

In general, administrators perceived more discrimination towards females at BCC. Staff (clerical, trade, and faculty) did not indicate that they perceived as much discrimination towards women. However, there was some question regarding the reward system of the college as it applies to males and females.

Almost all of the respondents indicated that they were unfamiliar with the "Affirmative Action Plan." A significant difference occurred on that item only by position level. This is probably because only administrators appear to be aware that such a plan exists.

Conclusions:

't appears, then, that an individual's sex, position level, level of education, length of employment at BCC, age, and marital status do make a difference with regard to a person's perception of the status of women at BCC. In general, females tended to be either undecided or at an extreme position of strongly agreeing or strongly disagreeing with opinion items in the questionnaire. Although males tended not to use the "undecided" response, they tended not to be as extreme in their responses.

Students who were included in the survey were generally undecided about most items. Faculty selected to use the more extreme response options ("strongly agree" and "strongly disagree"). Administrators responded with a more positive view of women and their abilities than did the staff and faculty. Staff and faculty perceived that women were receiving equitable status at the college, whereas administrators felt that females were not being equally rewarded. In fact, on the item which stated the opinion that "there is no discrimination against women at BCC," faculty and staff agreed; administrators disagreed; and students were undecided.

According to level of education among respondents, the lower the level of education, the more undecided was the individual. For the item which stated, "It is not a good idea to employ married females since they would probably leave their jobs when their

husbands are transferred", respondents with an associate degree or less "disagreed"; those with a bachelors or masters degree "strongly disagreed"; and those with a doctorate "agreed". Another major item which showed marked differences by level of education was the item which stated the opinion that "the content of textbooks and printed materials discriminate against women." Respondents with a master's degree or less disagreed or were undecided; whereas, those with a doctorate agreed that such discrimination exists.

The longer an employee has been at BCC, the more he agrees that ambition is equally rewareded between males and females. This may be because of the increased salary increments for employees who have been at BCC for more than 8 years. For the item which expressed the opinion that "if a husband and wife applied for a job in the same department, all things being equal, the man should get the job." Persons being employed at BCC 3 or less years "strongly disagreed" with this opinion. Those that were with the college from 4 to 7 years, "disagreed" less strongly; while those who were employed for more than 8 years, "agreed" with the statement. This may imply that persons who remain at one institution for longer periods of time tend to be more conservative in their attitudes towards women.

Many differences in opinion were demonstrated according to age. Younger people (less than 40 years old) disagreed with the opinion that "a husband and wife should not be employed within the same department." Persons older than 40 years of age agreed with this statement. Younger persons also felt that "females should be permitted to participate with males in all athletic programs offered at BCC." Again, persons over 40 disagreed. These sentiments are probably a reflection of the prevailing societal mores with which most persons now over the age of 40 were raised. The Women's Liberation Movement has done much in recent years to expand

the attitudes of many young persons regarding what females "should" and "should not do."

Married persons agreed that ambition in males and females at BCC is equally rewarded and that there is no discrimination against women. Married persons also felt that a husband and wife could be employed within the same department. On the item regarding females' participation with males in all athletic programs; those persons who were married disagreed, while those who were not married agreed. This could be because married persons might view this item with regard to their own children, whereas those who were not married might tend to be younger themselves and view the item either in terms of themselves or "some other person."

Item No. Indicating Significant Differences	Females	Males
7.	U	A
9.	U	U-D
11.	SD	D
12.	SD	D
13.	SA	A-SA
14.	SD	D
17.	U	A
18.	SD	D
20.	SD	D
21.	SD	D
23.	U	D

Differences by Sex

A - Agree
D - Disgree
SA - Strongly Agree
SD - Strongly Disagree
U - Undecided

Item No. Indicating Significant Differences	Staff	Faculty	Admin.	Students
7.	U	A	D	U
8.	A	A	SA	D
9.	D	U	D	U
11.	SD	SD	D	D
12.	D	SD	D	D
14.	D	SD	D	D
15.	A	SA	A	A
17.	A	A	D	U
18.	SD	SD	D	D
19.	D	U	A	U
20.	SD	D	D	D
21.	SD	SD	D	D
23.	U	D	A	D
28.	D	D	D	U
30.	D-A	D-A	D-A	A

Differences by Position Level

A - Agree
D - Disagree
SA - Strongly Agree
SD - Strongly Disagree
U - Undecided

Item No. Indicating Significant Differences	High School or Less	Associate Degree	Bachelor's	Master's	Doctorate
7.	U	A	A	A	A-SA
8.	A	A	A	A	A-SA
11.	D	SD	SD	SD	SD-D
13.	A	SA	SA	SA	SA
14.	D	D	SD	SD	A
15.	A	A	A-SA	A-SA	A-SA
17.	U	U	U	A-D	A
18.	D	D	SD-D	SD	D
20.	D	SD	SD-D	D	D
21.	D	D-SD	SD	SD	D
23.	U	D	D-U	D	A

Differences by Level of Education

A - Agree
D - Disagree
SA - Strongly Agree
SD - Strongly Disagree
U - Undecided

Item No. Indicating Significant Differences	1 Year or Less	More Than 1 Year	2-3 Years	4-5 Years	6-7 Years	More Than 8 Years
7.	U	D	D-U	A	D-A	A
9.	U	U	D	U	D	D
16.	A	A	A	D-A	A	A
17.	U	A	U	U-A	A	A
20.	SD	SD-D	SD	D	D	A

Differences by Length of Employment at BCC

A - Agree
D - Disagree
SA - Strongly Agree
SD - Strongly Disagree
U - Undecided

Attachment A

Item No. Indicating Significant Differences	20 years or Younger	21-30	31-40	41-50	Over 50
7.	U	U-A	D	A	A
8.	D	D	D-A	A	A
11.	D	SD	SD	SD	D
12.	D	SD	SD	SD-D	D
13.	SA	SA	SA	SA	A
14.	D	SD	SD	D	D
15.	A	A	SA	A	A
16.	A	D-A	A	A	A
17.	U	U	U	A	A
18.	D	SD	SD	SD	D
19.	U	U	U	U	D
20.	D	SD	D	D	D-A
23.	D	D	A	D	D
30.	A	A	A	D	D

Differences by Age

A - Agree
D - Disagree
SA - Strongly Agree
SD - Strongly Disagree
U - Undecided

Item No. Indicating Significant Differences	Married	Not Married
7.	A	D
8.	D	U
17.	A	U
30.	D	A

Differences by Marital Status

A - Agree
D - Disagree
SA - Strongly Agree
SD - Strongly Disagree
U - Undecided

ATTACHMENT B

	Strongly Disagree 1	Disagree 2	Undecided 3	Agree 4	Strongly Agree 5	Means
Staff	0.6%	5.0%	2.9%	21.1%	7.6%	3.8
Faculty	3.2%	4.4%	3.2%	24.3%	16.4%	4.0
Administration	0.6%	1.2%	1.5%	6.5%	1.5%	3.6
Female	1.2%	4.0%	6.9%	34.0%	5.9%	4.0
Male	2.0%	5.9%	8.5%	26.1%	5.5%	3.6

Percentage Distribution of Response to Item 25

"BCC should grant sick leave for maternity reasons."

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